

References for “Celebrating 25 Years of the Needlestick Prevention Act”

Poster at ABSA Raleigh Conference, October 2025

Celebrating 25 Years of the Needlestick Safety and Prevention Act!

P#8

Congress passed the Needlestick Safety and Prevention Act in November 2000 directing OSHA to revise the bloodborne pathogens standard to establish in greater detail requirements that employers identify and make use of effective and safer medical devices.

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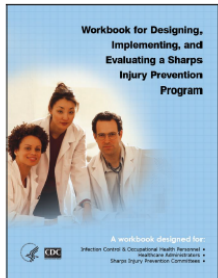
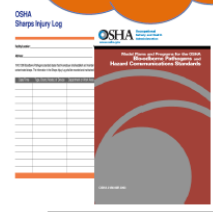
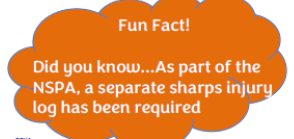


Top 10 Most Cited Bloodborne Pathogens Standards October 1, 2013- August 18, 2025

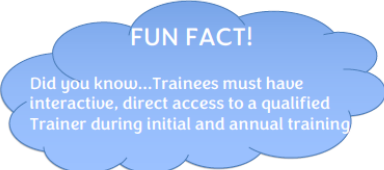
1. Establishment of a written Exposure Control Plan
2. Provision of employee training program
3. Availability of HBV vaccination and post-exposure evaluation and follow up
4. Exposure plan shall be reviewed and updated at least annually
5. HBV vaccination to be made available by employer within 10 days of hire
6. Use of engineering and work practice controls
7. Employee HBV vaccination declination must be signed if declined
8. Solicit input from non-managerial employees
9. Document annually consideration and implementation of safer medical devices
10. BBP training shall be provided annually

#8. Critical requirement...Involve employees in the evaluation of safer devices and procedures

https://www.osha.gov/bloodborne-pathogens/enforcement



See pages 149-152 for a worksheet on calculating the average cost of sharps related injuries



A sharps injury could cost upwards of \$6,000

Consequences run far beyond moment of an accidental NSI**

- Financial loss**: A single NSI can be costly—from initial treatment to compensation and potential litigation.*
- Biological risk**: Potential exposure to over 20 types of bloodborne viruses, including HIV and hepatitis.**
- Psychological distress**: Workers who experience an NSI can experience significantly higher levels of anxiety and workplace trauma.**

www.embsa.com



5 WAYS TO PREVENT SHARPS AND NEEDLESTICK INJURIES

1. Plan safe handling and disposal before any procedure.
2. Use safe and effective needle alternatives when available.
3. Activate the device's safety features.
4. Immediately dispose of contaminated needles in OSHA-compliant sharps containers.
5. Complete bloodborne pathogens training.

osha.gov/sharps



1. OSHA Resources on Needlestick Prevention and Bloodborne Pathogen Standard:

- a. OSHA Bloodborne Pathogens website (<https://www.osha.gov/bloodborne-pathogens>) and webpage on General Guidance (<https://www.osha.gov/bloodborne-pathogens/general>)
- b. OSHA Directive on Enforcement Procedures for the Occupational Exposure to Bloodborne Pathogens https://www.osha.gov/sites/default/files/enforcement/directives/CPL_02-02-069.pdf and Inspection Guidance for Inpatient Healthcare Settings (<https://www.osha.gov/laws-regs/standardinterpretations/2015-06-25-0>)
- c. [Bloodborne Pathogens and Needlestick Prevention](#) and Sections of Bloodborne Pathogens Standard Most Frequently the Subject of Citations (<https://www.osha.gov/bloodborne-pathogens/enforcement>)
- d. OSHA Fact Sheet on Bloodborne Pathogens (<https://www.osha.gov/sites/default/files/publications/bbfact01.pdf>) and Protecting Yourself When Handling Contaminated Sharps (<https://www.osha.gov/sites/default/files/publications/bbfact02.pdf>)
- e. OSHA State Plans website (<https://www.osha.gov/stateplans>), which cover State and Local government employers and workers, such as those in State and Local academic and public health laboratories.
- f. Revised OSHA Site Specific Targeting Plan (2025) <https://www.osha.gov/sites/default/files/enforcement/directives/CPL-02-01-067.pdf>
- g. [Most Frequently Asked Questions Concerning the Bloodborne Pathogens Standard](#) (updated 11/01/2011): <https://www.osha.gov/laws-regs/standardinterpretations/1993-02-01-0>
- h. [Letters of Interpretation](#), Electronic Mail Systems and Bloodborne Pathogens Training requirements. **Standard Number:** [1910.1030,1910.1030\(g\)\(2\)\(vii\)\(N\),1910.1030\(g\)\(2\)\(viii\):https://www.osha.gov/laws-regs/standardinterpretations/2003-06-26](https://www.osha.gov/laws-regs/standardinterpretations/2003-06-26)
- i. [Bloodborne Pathogens and Needlestick Prevention](#): <https://www.osha.gov/bloodborne-pathogens/evaluating-controlling-exposure>

2. CDC

- a. Workbook for Designing, Implementing & Evaluating a Sharps Injury Prevention Program: [Workbook for Designing, Implementing, and Evaluating a Sharps Injury Prevention Program](https://www.cdc.gov/infection-control/media/pdfs/Sharps-Safety-Workbook-2008-P.pdf); <https://www.cdc.gov/infection-control/media/pdfs/Sharps-Safety-Workbook-2008-P.pdf>
- b. Program and Training materials for Sharps Injury Prevention Program: <https://www.cdc.gov/infection-control/hcp/sharps-safety/program-workbook.html>
- c. [Model Plans and Programs for the OSHA Bloodborne Pathogens and Hazard Communications Standards](https://www.osha.gov/sites/default/files/publications/osha3186.pdf)
<https://www.osha.gov/sites/default/files/publications/osha3186.pdf>

3. FDA

- a. [DOs and DON'Ts of Proper Sharps Disposal: Printable Version \(PDF - 120KB\)](https://www.fda.gov/media/82389/download):
<https://www.fda.gov/media/82389/download>

4. [EPINet - The Association of Occupational and Environmental Clinics.](#)

5. Infection Control and Hospital Epidemiology: [How Much do Needlestick Injuries Cost? A Systematic Review of the Economic Evaluations of Needlestick and Sharps Injuries Among Healthcare Personnel](https://www.cambridge.org/core/journals/infection-control-and-hospital-epidemiology/article/how-much-do-needlestick-injuries-cost-a-systematic-review-of-the-economic-evaluations-of-needlestick-and-sharps-injuries-among-healthcare-personnel/3FBB0190E730A12A0D0317C0230A392B), Manocci, A. et.al. Volume 37, Issue 6, 29 March 2016:
<https://www.cambridge.org/core/journals/infection-control-and-hospital-epidemiology/article/how-much-do-needlestick-injuries-cost-a-systematic-review-of-the-economic-evaluations-of-needlestick-and-sharps-injuries-among-healthcare-personnel/3FBB0190E730A12A0D0317C0230A392B>

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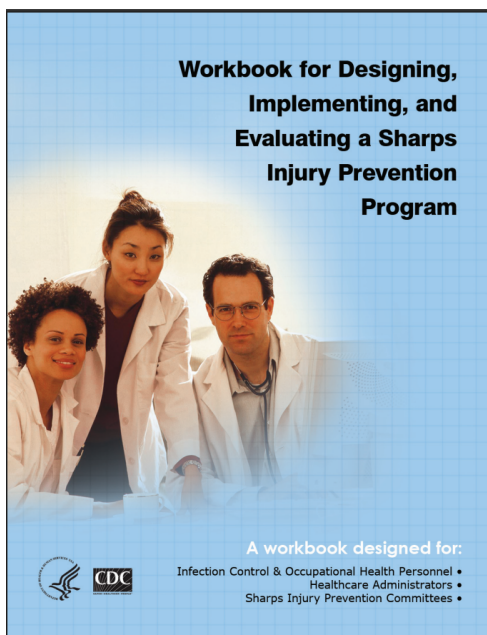


[osha.gov/sharps](https://www.osha.gov/sharps)

<https://www.osha.gov/bloodborne-pathogens>



<https://www.cdc.gov/infection-control/media/pdfs/Sharps-Safety-Poster1-P.pdf>



<https://www.cdc.gov/infection-control/media/pdfs/Sharps-Safety-Workbook-2008-P.pdf>

NOW YOU SEE IT.

NOW YOU DON'T.

PROTECT YOURSELF AND OTHERS- USE SHARPS WITH SAFETY FEATURES

BE PREPARED. Anticipate injury risks and prepare the patient and work area with prevention in mind. Use a sharps device with safety features whenever it is available.

BE AWARE. Learn how to use the safety features on sharps devices.

DISPOSE WITH CARE. Engage safety features immediately after use and dispose in sharps safety containers.

Support for printing this poster comes from an unrestricted educational grant provided by Safety Institute, Phoenix, AZ. **DISCLAIMER:** Mention or depiction of any company or product does not constitute endorsement by CDC.

<https://www.cdc.gov/infection-control/media/pdfs/Sharps-Safety-Poster3-P.pdf>

DO's and DON'Ts

Safe Disposal of Needles and Other Sharps Used At Home, At Work, or While Traveling

Do

- Immediately place used needles and other sharps in a sharps disposal container to reduce the risk of needle-sticks, cuts, or punctures from loose sharps.
- Use an FDA-cleared sharps disposal container. If possible, if an FDA-cleared container isn't available, some organizations and community guidelines recommend using a heavy-duty plastic household container (i.e. laundry detergent container) as an alternative.
- Make sure that if a household disposal container is used, it has the basic features of a good disposal container. (See box at right for more info.)
- Be prepared — carry a portable sharps disposal container for travel.
- Follow your community guidelines for getting rid of your sharps disposal container.
- Call your local trash or public health department (listed in the county and city government section of your phone book) to find out about sharps disposal programs in your area.
- Ask your health care provider, veterinarian, local hospital or pharmacist
 - where and how you can obtain an FDA-cleared sharps disposal container,
 - if they can dispose of your used needles and other sharps, or
 - if they know of safe disposal programs near you.
- Keep all needles and other sharps and sharps disposal containers out of reach of children and pets.

All sharps disposal containers should be:

- made of a heavy-duty plastic;
- able to close with a tight-fitting, puncture-proof lid, without sharps being able to come out;
- upright and stable during use;
- leak-resistant; and
- properly labeled.

Don't

- Throw needles and other sharps into the trash.
- Flush needles and other sharps down the toilet.
- Put needles and other sharps in your recycling bin — they are not recyclable.
- Try to remove, bend, break, or recap needles used by another person. This can lead to accidental needle sticks, which may cause serious infections.
- Attempt to remove the needle without a needle clipper device because the needles could fall, fly off, or get lost and injure someone.

Best Way to Get Rid of Used Needles and Other Sharps:

Step 1: Place all needles and other sharps in a sharps disposal container immediately after they have been used.

Step 2: Dispose of used sharps disposal containers according to your community guidelines.

For more information visit, www.fda.gov/safesharpsdisposal.

Safe Disposal of Needles and Other Sharps
www.fda.gov/safesharpsdisposal

<https://www.fda.gov/media/82389/download>

FACT SHEET

Sharps Protection for Researchers

This fact sheet provides information on sharps devices with specific engineering controls designed to reduce the risk of sharps injury and minimize occupational exposure to bloodborne pathogens and biohazardous materials in research laboratories.

Why do we need sharps protection?

At the University of Utah there are numerous sharps injuries each year, resulting in potential exposure of personnel to Hepatitis B virus, Hepatitis C virus or Human Immunodeficiency Virus (HIV) and other bloodborne pathogens. The CDC estimates that 62–88% of sharps injuries can be prevented by the use of safer sharps. The University of Utah/OSHA Bloodborne Pathogens Standard requires the use of safer sharps devices whenever possible.

What is a safer sharp device?

Safer sharps devices have built-in engineering controls to prevent sharps injuries. Devices that reduce the time that a sharp edge or point is exposed (e.g., retractable or single-handed self-sheathing needles or blade devices), substitute plastic for glass or increase the distance between the sharp edge/point to the user are potential safer sharps devices.

NEEDLES



SCALPELS



OTHER SHARPS



What types of sharps protection should I use for my procedures?

Safer needle devices have single-handed activation mechanisms for injections. Blunt-fill needles penetrate a rubber septum but require 10x force to pierce skin. Safer blade devices use a manual mechanism to retract or shield the blade. Klever cutters have an integrated shielded blade for opening boxes. Replace glass items with plastic alternatives whenever feasible. Use cut- or stick-resistant PPE as a last line of defense.



Where can I purchase sharps protection?

Visit OEHHS Examples of Sharps Protection Fact Sheet for a list of vendor and product information.

Adapted from UCLA SHEB Guidance
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https://ibc.utah.edu/_resources/documents/fact-sheets-and-sops/sharps-protection-for-researchers-fact-sheet.pdf